

Dept. of DHS-Comm. Serv. (402) Facts – FY '12

www.dhs.state.ia.us/



General Information

Address: Varied Locations

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 2,322	# PT EEs: 4	# Temporary EEs: 3	Average Length of Service: 12.77
-----------------	-------------	--------------------	----------------------------------

Span of Control: 10.85	Total Unemployment Insurance Claims: N/A
------------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	24	45-54	665	<25	0	45-54	76	# of Females:	2,017	# of Males:	305
25-34	454	55-64	443	25-34	22	55-64	55	% of WF:	86.86%	% of WF:	13.14%
35-44	712	65+	24	35-44	60	65+	1	Average Age:	44.70	Average Age:	46.42
Employee Average Age: 44.93				Supervisor Average Age: 47.85				Average Length of Service: 12.66		Average Length of Service: 13.48	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	185	# of Non-minorities:	2,094	# African-American:	73	# of "did not respond":	43
% of Workforce:	7.97%	% of Workforce:	90.18%	# Asian/Pacific Island:	34	% of Workforce:	1.85%
Average Age:	42.11	Average Age:	45.21	# Am. Indian/Alaskan:	13	Average Age:	43.45
Average Length of Service:	9.45	Average Length of Service:	13.14	# Hispanic or Latino:	65	Average Length of Service:	8.75

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	66	# of Persons With No Disabilities:	2,112	# of "did not respond":	144
% of Workforce:	2.84%	% of Workforce:	90.96%	% of Workforce:	6.20%
Average Age:	52.44	Average Age:	44.52	Average Age:	47.54
Average Length of Service:	18.44	Average Length of Service:	12.55	Average Length of Service:	13.38

Officials/Administrators EEO Category 1: 143	Professionals EEO Category 2: 1,128	Technicians EEO Category 3: 698	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 352	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 1

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 79	Transfer In: N/A
Retirements: 24	All Terminations: 18	Voluntary Quits: 67	Transfer Out: N/A

# of Classes Used: 57	Most Populous Classes: Income Maintenance Worker 2 (621), Social Worker 2 (502), Social Worker 3 (203)		
Separations - By Class:	Income Maintenance Worker 2 (28), Social Worker 2 (24), Child Support Recovery Officer (9)		
# Eligible for Retirement:	459 in next 5 years	% Eligible: 19.77%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$813,587.43	Sick Leave Payouts: \$37,087.90	Annual Payroll: \$121,734,702.14	Avg. Base Salary: \$51,760.81	Overtime Days Worked: 6,907.9
Overtime Cost: \$2,145,947.56	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$9,783,395.03	Vacation Days Earned: 47,239.9	Vacation Used Expense: \$9,359,296.24	Vacation Days Taken: 45,966.7	
Sick Leave Days Earned: 31,959.9	Reg. Sick Leave Used Expense: \$3,737,616.32	Reg. Sick Leave Days Used: 19,651.2	Converted Sick Leave To Vacation Days Used: 2,192.4	
Sick Leave -Earned Value: \$5,930,882.11		Avg. Sick Leave Days Per EE: 8.46	Converted Sick Leave To Vacation Used Expense: \$475,607.02	
Injury Leave Used Expense: \$57.77	Injury Leave Days Used: 0.3	Classification Appeals: N/A	Reclassifications Up (Filled): 0 Up (Vacant): 6 Down (Filled): 6 Down (Vacant): 5 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-43,170.40	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$58,401.20	Funeral Days Used: 310.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$17,641.58	Jury Leave Days Used: 93.1	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012